

December 5, 2007

James Towey
Executive Director
Virginia State Crime Commission
General Assembly Building
Suite 915
910 Capitol Street
Richmond, Virginia 23219

RE: Illegal Immigration Task Force recommendations involving training (#7, #8, #9, #15)

Dear Mr. Towey,

The Virginia Center for Policing Innovation (VCPI) has been following the progress of the Illegal Immigration Task Force and participating in the research and development processes supporting several of the approved recommendations presented to the Crime Commission. Since 1997, VCPI has provided the highest quality training to Virginia's law enforcement agencies and communities and is uniquely positioned to support several of the task force recommendations addressing training issues.

Specifically, VCPI has been providing courses such as Spanish language acquisition for patrol personnel and correctional personnel, and Community Policing in Hispanic Communities for years. Many of the training recommendations address the foundations of community policing including the building of partnerships between law enforcement and the community, prevention principles, and problem solving skills and application. VCPI actually began as the Virginia Community Policing Institute and still serves as the Commonwealth's premier resource on community policing training and resources. VCPI is uniquely prepared to address the task force recommendations surrounding training (recommendations #7, #8, #9, and #15). Each of the specific recommendations is well within the purview of VCPI's fundamental mission and can be comprehensively addressed through VCPI's active training initiatives and developed curriculum.

Additionally, VCPI has extensive experience in conducting statewide development and delivery programs. In many instances, VCPI has contracted with private and governmental entities to perform training and coordination services throughout the Commonwealth and beyond and has successfully completed over \$11 million in grant funded initiatives. It has been suggested that the funding to support these task force recommendations be directed through the Department of Criminal Justice services with specific language to contract with the Virginia Center for Policing Innovation for delivery.

VCPI has already developed and has made significant progress delivering many of the training initiatives called for in the task force recommendations. The attached service plan is an elaboration on the specific initiatives as they apply to each of the training recommendations. VCPI has the capacity and structure necessary to complete the training objectives and already is established as a valuable training resource to Virginia law enforcement and communities. The allocation of funding resources to VCPI will further enable VCPI to utilize its unique position and resources to bring the task force recommendations to complete and successful fruition. Through the delivery of the courses detailed in the attached VCPI service plan, VCPI will *directly* impact over 3,300 Virginia law enforcement officers and community members in 92 courses over a two-year period. The total cost for this training initiative is \$500,000 annually.

VCPI has very much appreciated the opportunity to work with members of the task force in addressing the public safety issues surrounding Virginia's illegal immigrant populations. If VCPI can be of further assistance to you or the commission, please do not hesitate to contact me.

Sincerely,

A handwritten signature in cursive script, reading "Lynda S O'Connell".

Lynda S. O'Connell
Executive Director



VCPI Service Plan to Support Virginia State Crime Commission Illegal Immigration Task Force Training Recommendations

Recommendation #7 – Bridging the Language Barrier Between Law Enforcement and Immigrant Communities

VCPI has developed and delivered several Spanish language-acquisition courses to law enforcement officers over the years. Two of them are in the top tier of VCPI's most requested and most popular courses: "Survival Spanish for Law Enforcement" and "Basic Spanish for Corrections Personnel."

VCPI estimates that six of each of these courses should be conducted annually to accommodate the specific requests and objectives of the recommendation.

Deliverables

Survival Spanish for Law Enforcement:

This 36-hour/5-day Spanish course is designed to give non-Spanish-speaking street police officers a working knowledge of fundamental Spanish. In addition to basic vocabulary and pronunciation, the interactive course introduces students to the verbal commands involved in conducting a traffic stop, interview, report taking, etc. This class is part of a building-block approach; therefore, attendance is mandatory for every session. This course is ideal for sworn officers who, in the course of their duties, have contact with Spanish-speaking citizens. Participants attending this course will earn 34 hours of career development and 2 hours of cultural diversity in-service credit.

Basic Spanish for Corrections Personnel:

This 36-hour/5-day Spanish language-acquisition course is designed to give non-Spanish-speaking corrections personnel a working knowledge of fundamental Spanish that is applicable to specific job duties. The course begins with an introduction to Hispanic culture that emphasizes the importance of understanding how cultural values effect communication. Participants learn verbal commands involved in collecting information, handling tactical situations, communicating rules and regulations, conducting medical assessments and booking procedures. This class is part of a building-block approach; therefore, attendance is mandatory for every session. This course is ideal for corrections personnel who, in the course of their duties, have contact with Spanish-speaking inmates. Participants attending this course will earn 34 hours of career development and 2 hours of cultural diversity in-service credit.

Comments:

Both of these courses can accommodate up to 30 participants per course and have been certified for in-service credit through DCJS. VCPI evaluates each of its training events and consistently receives outstanding evaluation comments and scores from participants of both of these Spanish language courses. Evaluation scores have never been lower than a 4.7 on a scale of 1 to 5, with 5 being the highest possible score.

"I thought the class and the instructors were both top notch. I have never been to a more enjoyable yet challenging training. I have worked at the local, state, and federal levels and have participated in hundreds of trainings and this one by far was the best. The instructors used class participation and motivation tactics that I have only seen once or twice before however the main difference was the instructors truly cared about what



they were teaching. It was a real pleasure to have this class and if the rest of the classes are run the same way, I look forward to taking more classes with VCPI in the future."

Historically, VCPI receives approximately 12 requests for these courses per year. Funding has allowed the delivery of four to six of each course. VCPI estimates that six of each of these courses should be conducted annually to accommodate the specific requests and objectives of the recommendation. This estimate is based on the actual receipt of requests for these VCPI courses and discussions with law enforcement officers in Virginia.

Recommendation #8 – Greater Education for Immigrant Communities on Laws, Regulations, and Safety

VCPI outreach initiatives are designed to provide community members with information and guidance on laws, regulations, and safety issues pertinent to their communities. These initiatives also stress equipping immigrant community members with strategies that encourage positive relationship building with law enforcement and developing community oriented problem solving initiatives.

VCPI estimates that four of the *Positive Interaction with Law Enforcement* courses, four of the *VCPI Custom Community Outreach* courses and two of the *Gang Awareness for Community Members* courses should be conducted annually to accommodate the specific requests and objectives of the recommendation.

Deliverables

Positive Interaction with Law Enforcement:

This course is designed as an outreach workshop that fosters safe and positive interaction between community members and law enforcement officers. Participants in the workshop will discuss key steps that can be taken and others that should be avoided when dealing with law enforcement personnel. Specifically, community members will receive guidance on properly and safely interacting with police during traffic stops, field interviews, and when reporting crimes. The focus of this workshop is to provide individuals, especially immigrants and those not familiar with or accustomed to interacting with law enforcement, general guidance on their role in maintaining positive and safe interactions with the police.

VCPI Custom Community Outreach

In order to provide a statewide approach, but support locally identified and unique issues, VCPI custom designs seminars and workshops for Virginia communities. These workshops address specific issues by encouraging discussions and interaction between community members, local law enforcement, and the workshop facilitator. In addition to addressing specific topic discussions, these custom workshops also emphasize the value of relationship building within immigrant communities, and providing education on laws, regulations, and safety issues. VCPI carefully draws from its extensive network of subject matter experts in order to facilitate workshops that are relevant, current, and address the issues vital to local communities.

Gang Awareness for Community Members

Designed as an outreach and awareness tool, this course provides community members with information concerning gangs and gang related activities. Emphasis is placed on addressing community member's concerns by providing current and substantive information coupled with resource identification. Ultimately, the course works to guide community members towards the development of strategies for effectively dealing with gang issues at the community level. Participants receive information on the following topics:

- Gangs in Virginia
- Reasons why people join gangs
- Gang initiation rituals
- Recognizing gang behaviors
- Gangs in popular culture
- Gang warning signs



Recommendation #9 – Building Relationships Between Law Enforcement and Immigrant Communities

Part of building and developing relationships between law enforcement and the community is recognizing the specific needs of the community and working together to identify and resolve *community* (not law enforcement) issues.

This is truly community policing and the objectives contained in Recommendation #9 are met through the following, existing VCPI deliverables. Based on historical demand from Virginia's law enforcement agencies, it is proposed that each of the first three courses be delivered four times regionally statewide.

Additionally, VCPI has extensive experience in meeting the specific training needs of Virginia's localities. Many courses, such as the four listed in the first part of this section, are applicable in all jurisdictions. However, each locality is faced with its own, unique populations, circumstances, and public safety issues and often has its own, unique training needs. Additional course offerings are listed here as a grouping of courses from which law enforcement can choose based on local need. Any combination of the courses listed below as "*Demand Driven Deliverables*" and others offered by VCPI will be conducted in response to specific requests up to twelve times per year across Virginia.

Deliverables

Community Policing in Hispanic Communities:

This eight-hour course is designed to help jurisdictions facing the challenges of policing a rapidly changing population. The goal of this course is to help law-enforcement personnel improve the level of service to this population through a better understanding of the following topics:

- A brief overview of community policing.
- Demographic information on the Hispanic culture nationally and in Virginia.
- A historical perspective on the Hispanic culture in the United States, including major events and legislation.
- The role and structure of the Hispanic family.
- How culture influences communication.
- Key issues for law enforcement in policing the Hispanic culture, including those issues associated with culture shock, drug use, gangs, and domestic violence.
- Tips on how to improve law-enforcement services to the Hispanic community.

Participants attending this course will earn 6 hours of career development and 2 hours of cultural diversity in-service credit.

Comments:

This course can accommodate up to 30 participants per course and has been certified for in-service credit through DCJS.

VCPI has conducted two to four of these courses annually in the past several years. Based on this experience, VCPI estimates that four of these courses will accommodate the specific requests and objectives of the recommendation. This estimate is based on the actual receipt of requests for these VCPI courses and discussions with law enforcement officers in Virginia.



Evaluation scores average a 4.6 on a scale of 1 to 5, with 5 being the highest possible score. *“Very informative class. Class has taught me a great deal in order to deal with the Hispanic community in an effective way.”*

Bias-Based Policing:

From the beat officer conducting the routine traffic stop to the executive-level supervisor creating policy and procedure, this course takes on current critical issues related to racial and ethnic profiling from the perspective of Constitutional law. Participants will explore the definition, terminology, and extensive case law associated with the perceptions and realities of “bias-based policing.” Participants will also be introduced to systems of control for departmental and supervisor accountability related to field training programs, data collection, complaints, and recruiting and hiring practices. Participants attending the course will earn 4 hours of in-service credit and 4 hours of legal credit.

Comments:

This course can accommodate up to 30 participants per course and has been certified for in-service credit through DCJS.

VCPI has conducted four of these courses annually in the past several years. Based on this experience, VCPI estimates that four of these courses will accommodate the specific requests and objectives of the recommendation. This estimate is based on the actual receipt of requests for these VCPI courses and discussions with law enforcement officers in Virginia.

Evaluation scores average a 4.5 on a scale of 1 to 5, with 5 being the highest possible score. *“Class content has been excellent. Has helped me understand a little bit easier some of the reasoning behind laws and what, as police officers, we should do.”*

Problem Solving and Community Policing in the 21st Century:

Problem Solving and its companion course Community Policing in the 21st Century provide participants with the working knowledge of how to effectively utilize problem-solving techniques while emphasizing the holistic perspective of community policing. Specifically, participants will learn the concept of problem-solving policing, be able to differentiate between it and traditional problem solving, and be able to recognize and apply problem-solving principles to everyday situations. Community Policing in the 21st Century covers the following major topics: The History and Principles of Community Policing, Partnerships, and Strategies and Tactics for Prevention and Enforcement. Both lecture and practical exercise formats are used throughout these courses. Problem Solving is designed for all law-enforcement personnel responsible for enforcement and order maintenance, while Community Policing in the 21st Century is designed for law-enforcement personnel as well as community members interested in becoming involved in community policing initiatives. Participants attending this pairing of complementary course will earn 24 DCJS in-service credit hours.

Comments:

This course can accommodate up to 30 participants per course and has been certified for in-service credit through DCJS.

VCPI has conducted one to three of these courses annually in the past several years. Based on this experience, VCPI estimates that four of these courses will accommodate the specific requests and objectives of the recommendation. This estimate is based on the actual receipt of requests for these VCPI courses and discussions with law enforcement officers in Virginia.

Evaluation scores average a 4.7 on a scale of 1 to 5, with 5 being the highest possible score. *“Community policing, if used effectively, can solve many of the problems, complaints by neighborhoods, thus reducing the number of service calls.”*

DEMAND DRIVEN DELIVERABLES

Community Policing to Reduce Domestic Violence:

This 8-hour course covers the core topics essential to an effective response to any domestic violence call for service. Participants will discover how they can enhance officer and victim safety; improve police response; increase offender accountability; and identify and employ previously untapped resources in the fight against domestic violence. Some of the topics addressed in the course include the dynamics of domestic violence and the “power and control wheel,” using collaborative approaches to domestic violence, determining the primary aggressor, understanding protective orders and “full faith and credit,” evidence gathering, and safety planning. This class is designed to encourage student participation through videos, group and individual exercises, and open, frank discussions concerning domestic violence. Students will view PowerPoint presentations and video vignettes and then, by way of the Group Response System, a cordless keypad allowing for complete anonymity, provide their honest opinions on the questions posed. This is a guaranteed attention-grabber and fosters fantastic discussions! VCPI recommends this course for all law enforcement personnel, domestic-violence-victim advocates, probation and parole officers, police chaplains, prosecuting attorneys, and those affiliated with domestic-violence programs. Participants attending this course will earn 8 hours of general in-service credit.

Comments:

This course can accommodate up to 30 participants per course and has been certified for in-service credit through DCJS.

VCPI has conducted two to four of these courses annually in the past several years. Evaluation scores average a 4.5 on a scale of 1 to 5, with 5 being the highest possible score. *"This was one of the most interesting and helpful classes in my 25 years."*

Introduction to Street Gangs:

The increased presence and activity of gangs in Virginia poses a direct threat to our families and local communities. In response, VCPI has created a new eight-hour training course to address this critical issue. *Introduction to Street Gangs* is designed to provide participants an improved understanding of the following topics:

- Statistics regarding gangs in Virginia
- New Virginia laws covering gangs and gang activity
- Why and how people join gangs
- Gang mentality
- Gang tattoos and graffiti
- Gangs in Virginia such as Crips, Bloods, United Blood Nation, Mara Salvatrucha, prison gangs, motorcycle gangs, et cetera
- Gangs in American popular culture
- Gang prevention, suppression and intervention

VCPI recommends this training for all law enforcement personnel, gang investigators, probation and parole



officers, school personnel, prosecuting attorneys, and those affiliated with gang reduction programs.

Comments:

This course can accommodate up to 30 participants per course and has been certified for in-service credit through DCJS.

VCPI has conducted three to six of these courses annually in the past several years. Evaluation scores average a 4.6 on a scale of 1 to 5, with 5 being the highest possible score. *"It is timely and pertinent due to the fact that we are beginning to see more and more evidence of gangs and gang activity. I learned a lot of information to help me recognize groups and gang activity. I also learned the importance of networking with surrounding agencies."*

Human Trafficking Awareness:

VCPI's eight-hour Human Trafficking class addresses the nature, scope, indicators and the complicated issues associated with different types of human trafficking. Participants examine the characteristics of victims, their vulnerabilities and the reasons why the practice thrives. Participants discuss the difference between human trafficking and human smuggling and the importance of recognizing and using a victim-centered approach to these cases. The class also covers the vital link between law enforcement and other service providers active in human trafficking cases and the roles of the different agencies involved. Participants attending this course will earn 8 hours of DCJS general in-service credit.

Comments:

This course can accommodate up to 30 participants per course and has been certified for in-service credit through DCJS.

VCPI has conducted four to six of these courses annually in past years. Evaluation scores average a 4.48 on a scale of 1 to 5, with 5 being the highest possible score. *"This class was a real eye-opener. The word needs to be spread to all law enforcement."*

Combating the Methamphetamine Crisis

This training program prepares State and local law enforcement agencies to address the specialized problems associated with clandestine laboratory enforcement. These illicit laboratories are used in the production of methamphetamine and often house substantial quantities of chemicals that may pose serious health problems and environmental risks. Through a series of lectures and case examples, course participants will learn to recognize the signs and hazards of a clandestine laboratory and conduct the investigative activities required to successfully apprehend lab operators. The training also focuses on such critical issues as encouraging a community response, identifying and collaborating with community partners, developing community education and awareness programs, and use of problem solving techniques.

Recommendation #15 – Training for Certain Jail and Prison Officers

For some time, VCPI has been researching the issues surrounding illegal immigration and their impact on the jail and prison systems in Virginia. The federal legislation and procedures have greatly affected the procedures and requirements of Virginia jail and prison personnel and the processing of illegal immigrants.

After consulting with Sheriffs statewide and the Virginia Sheriffs' Association, VCPI anticipates conducting a total of 18 courses over a two-year period, training over 600 jail and prison personnel. The courses will be certified for in-service credit through the Department of Criminal Justice Services.

Deliverables

Illegal Immigration Training for Corrections Personnel

VCPI's initial research demonstrated a clear inconsistency in the manner in which these illegal immigrants are processed throughout Virginia's jails and prisons. This inconsistency has resulted in significant confusion on the mandates and requirements at the state and federal level, the resources available, and the placement of accountability. In response VCPI has taken the initiative of developing a four-hour course to train Virginia jail and prison personnel in the following:

- Definitions and types of United States citizens (by birth, parentage, or naturalization).
- Definitions and types of aliens – immigrants and non-immigrants.
- Documentary Requirements - I-551 Alien Registration Card (green card); I-766 Employment Authorization Card; Non-immigrant visa/I-94.
- Document Fraud
- Deportation and Removal
- Using VCIN to Conduct Illegal Alien Queries and the function of the Law Enforcement Support Center (LESC)
- Alien Smuggling
- NCIC - Wanted Person Files and Deported Felon Files
- Foreign Names – Hispanic, Arabic, and Asian
- Consular Notification
 - Examples of optional and mandatory
 - Warnings in various languages
 - Questions regarding consular notification
- Diplomatic Immunity
- Delegation of Immigration Authority Section 287(g)

Deliverable Summary

Two-year program, July 2008 through June 2010

Total # of courses – 92

Total # of participants – 3,390

Total Cost - \$500,000 annually